

inadequate education and training; it is a work-force-wide problem. Compared to other nations, we have clearly been underinvesting in the education and training of the vast majority of our workers. And American working families are paying a heavy price for that neglect.

Now for the first time we are looking at Federal training programs as part of a competitiveness strategy, central to the Nation's overall economic future. And that, in turn, has required us to broaden our outlook, to start seeing these issues in terms of the need for the kind of broader bipartisan reform we are recommending today.

In a sense, this bipartisan movement for reform began with Senator Dan Quayle's Job Training Partnership Act in 1982 and its effort to involve the private sector more closely in such reform.

The second major milestone on the road to reform was the 1990 reform report of America's Choice Commission, cochaired by two distinguished former Secretaries of Labor, Bill Brock and Ray Marshall, and their clear warning that unless we changed our ways, we were on the race to the bottom in the global economy.

The next major landmark was the 1992 report by the congressional General Accounting Office that so effectively blew the whistle on the current confusing array of Federal programs, and the past two Congresses picked up the challenge. We held bipartisan hearings on all of these challenges, enacted initial important reforms, such as the school-to-work legislation signed by President Clinton. And throughout this process in recent years, Senator KASSEBAUM and I have worked closely together to agree on the broad direction of reform. This legislation is the result of both of our efforts, and I commend her for her leadership, for without her leadership, we would not be where we are today.

We have not always agreed on all of the details, but we have certainly agreed on the major directions of the reforms we need. But we both are well aware that there are no simple answers and no silver bullets. We have approached this challenge with a maximum of bipartisanship and minimum of ideology.

This legislation is, obviously, not a final answer to the serious challenges that we face, but is a far better answer than we have had so far. I am grateful that the Senate has passed it by an overwhelming majority.

Mr. President, I want to join in mentioning very briefly our colleagues who have participated in this so actively. I mentioned the significant and outstanding leadership of the chairperson of our committee, Senator KASSEBAUM, whose commitment in this area has been really extraordinary. When we look over the broad range of debates and discussions that we have had over the period of this Congress, I think this really stands out as an extraordinary

effort to try and bring together the diverse viewpoints and ideas and do it in a way which really represents the best in legislative effort in drawing the strong bipartisan support, and support from all the different elements of this body:

Senator JEFFORDS, with his strong commitment in education and the Adult Education Program, with our colleague Senator PELL, who has done so much in chairing and being the ranking minority member of the education committee for such a long period of time;

For Senators SPECTER and SIMON, who were so committed on the issues of the Job Corps and who spent a great deal of time on that issue;

To my friend and colleague, Senator DODD on the dislocated workers and the national priorities which will extend not only to the industrial areas but also will include the national priorities for those all over this Nation. It is an important program and we are grateful for his leadership;

Senator BREAUX and Senator DASCHLE for the work that they did in devising a completely different concept in permitting the maximum flexibility for individuals to make choices and selections out of the wide, diverse numbers of training programs so that they would be able to maximize their own skills and talents and innovative programs which they have pursued for some period of time and which has been included in this legislation;

Senator MOYNIHAN on the trade adjustment.

Senator MIKULSKI, who was so much involved in the senior community employment issue and which was not a part of this program, but she was so much involved in its continued success.

Senator KASSEBAUM has mentioned many of those who have been so involved. I want to particularly recognize Omer Waddles, who has done such extraordinary work, particularly in following up on the superb work of Steve Spinner, Ellen Guiney, Libby Street, Ross Eisenbrey, Greg Young, Sarah Fox, and Nick Littlefield, our general counsel, who is tireless in all of his endeavors and work on this legislation; Dave Evans, Mort Zuckerman for Senator SIMON; Suzanne Day, Bev Schroeder, Senator HARKIN; Bobby Silverstein, again, with Senator HARKIN.

Even though Senator KASSEBAUM has mentioned some of those who have served with her on the Republican side, we often find that their talents are invaluable to all of us on this issue.

There are many others: Susan Hattan, Ted Verheggen, Carla Widener, and Wendy Cramer. To all of those and others, I am enormously grateful for their support.

I want to thank the majority leader for scheduling this legislation and the minority leader as well for giving it a priority for us as well.

I am glad we were able to move this process forward. We look forward to the conference with the House Mem-

bers, and we hope that the spirit of comity and cooperation and bipartisanship, which has been reflected in this debate during the past few days, will be evident in the conference and when the conference report returns.

Mr. President, I yield the floor.

Mr. DOLE addressed the Chair.

The PRESIDING OFFICER. The majority leader.

Mr. DOLE. Mr. President, I want to thank my colleagues Senator KASSEBAUM and Senator KENNEDY. This was a priority matter, and it was completed on schedule, on time. I thank both my colleagues for that.

#### CUBAN LIBERTY AND DEMOCRATIC SOLIDARITY [LIBERTAD] ACT OF 1995

Mr. DOLE. Mr. President, I ask unanimous consent that the Senate turn to consideration of calendar No. 202, H.R. 927, the Cuba sanctions bill.

The PRESIDING OFFICER. Is there objection? Without objection, it is so ordered. The clerk will report.

The bill clerk read as follows:

A bill (H.R. 927) to seek international sanctions against the Castro government in Cuba, to plan for support of a transition government leading to a democratically elected government in Cuba, and for other purposes.

The Senate proceeded to consider the bill.

#### AMENDMENT NO. 2898

(Purpose: To strengthen international sanctions against the Castro government in Cuba, to develop a plan to support a transition government leading to a democratically elected government in Cuba, and for other purposes)

Mr. DOLE. Mr. President, I send a substitute amendment to the desk and ask for its immediate consideration.

The PRESIDING OFFICER. The clerk will report.

The bill clerk read as follows:

The Senator from Kansas [Mr. DOLE], for himself, Mr. HELMS, Mr. MACK, Mr. COVERDELL, Mr. GRAHAM, Mr. D'AMATO, Mr. HATCH, Mr. GRAMM, Mr. THURMOND, Mr. FAIRCLOTH, Mr. GREGG, Mr. INHOFE, Mr. HOLLINGS, Ms. SNOWE, Mr. KYL, Mr. THOMAS, Mr. SMITH, Mr. LIEBERMAN, Mr. WARNER, Mr. NICKLES, Mr. ROBB, Mr. CRAIG, Mr. COHEN, Mr. BURNS, Mr. REID, Mr. LOTT, Mr. STEVENS, Mr. SPECTER, Mr. SHELBY, and Mr. PRESSLER, proposes an amendment numbered 2898.

Mr. DOLE. Mr. President, I ask unanimous consent that the reading of the amendment be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

(The text of the amendment is printed in today's RECORD under "Amendments Submitted.")

#### CLOTURE MOTION

Mr. DOLE. Mr. President, I send a cloture motion to the desk.

The PRESIDING OFFICER. The cloture motion having been presented under rule XXII, the Chair directs the clerk to read the motion.

The bill clerk read as follows:

## CLOTURE MOTION

We, the undersigned Senators, in accordance with the provisions of rule XXII of the Standing Rules of the Senate, do hereby move to bring to a close debate on the substitute amendment to Calendar No. 202, H.R. 927, an act to seek international sanctions against the Castro government.

Bob Dole, Jesse Helms, Bob Smith, Bill Frist, John Ashcroft, Jim Inhofe, Paul D. Coverdell, Spencer Abraham, Larry E. Craig, Trent Lott, Rod Grams, Frank H. Murkowski, Fred Thompson, Mike DeWine, Hank Brown, Chuck Grassley.

Mr. DOLE. Mr. President, I will just say a word and then turn it over to the distinguished Senator of the committee, Senator HELMS. Senator PELL is here, Senator DODD is here, and they will continue the debate.

I want to say just as I leave—not leave, but leave the floor, that is, not leave the Senate—I am not certain what the administration policy is toward Cuba. President Clinton says he wants to tighten the embargo on Castro's Cuba, and then the White House issues veto threats on the legislation which toughens sanctions. President Clinton says he wants to increase pressure on Castro, and then he cuts a secret deal with him and changes the U.S. embargo and allows more money to flow to Castro.

But whatever the administration's policy is, the Senate will have a chance to speak on this legislation. We will have to speak for the Cuban people who have been muzzled so long by Castro's tyranny.

The choice in this legislation is simple: Do you want to increase pressure on the last dictatorship in the hemisphere, or let Castro off the hook.

Many in the United States actually want to end the embargo, and in the coming debate, they will argue about property rights, legal interpretations, free trade, about many things. But let there be no mistake, passing this bill is about supporting democratic change in Cuba and sending Fidel Castro the way of all other dictators of Latin America.

Let me also indicate that they have had a very good debate on the House floor on this similar bill, the Burton bill, the Burton-Torricelli bill on the House side. Sixty-seven Democrats had strong bipartisan support on the measure. It passed with strong bipartisan support. I know we have bipartisan support here. I hope we will have enough support that we can obtain the 60 votes on cloture, pass this bill, go on to conference and send it to the President. I also hope that we do not grant a visa, of course, to Castro to visit the United Nations any time in the future. I assume that may be in the works.

This is an important bill, an important debate. It is about the last dictator in this hemisphere. I hope that we will tighten sanctions, which is precisely what the bill sponsored by Senator HELMS, myself, and others does. There are a number of cosponsors, as the RECORD will reflect, Republicans and Democrats alike, cosponsoring this bill.

I yield the floor.

Mr. HELMS. Mr. President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The bill clerk proceeded to call the roll.

Mr. DOLE. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. DOLE. Mr. President, I indicate to my colleagues that there will be no more votes today. There is an agreement that there will be no amendments offered today. There will be lengthy discussions on both sides, as I understand it. So there will not be any votes. I give my colleagues advance notice of that.

Mr. HELMS. Mr. President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The bill clerk proceeded to call the roll.

Mr. INHOFE. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. INHOFE. Mr. President, I ask unanimous consent that I may be recognized for 1 minute as in morning business.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### MISS AMERICA SHAWNTEL SMITH'S POSITION ON SCHOOL-TO-WORK

Mr. INHOFE. Mr. President, we were very proud to present to all of America today Miss America, ShawnTEL Smith. She has requested that I submit her statement, which she made today on the lawn of the Capitol, for the RECORD.

I ask unanimous consent at this time to have printed in the RECORD the statement by the new Miss America, and former Miss Oklahoma, ShawnTEL Smith.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

#### SCHOOL-TO-WORK: REINVENTING AMERICA'S WORK FORCE

(Platform Statement of ShawnTEL Smith, Miss America 1996)

As global communications and technological propel us toward the 21st century, we Americans are falling further and further behind. Everyday, millions of men and women wake up and go to work in jobs that fall short of their American dream, while in some places as many as 50% of our high school students simply drop out. Because many American workers and students are neither motivated nor clear about their economic future, they flounder.

As a nation, our competitive positions remains stagnant. Lagging productivity growth rates, rising unemployment and the absence of a skilled work force widen the gap between America and its competitors. American business and industry struggle to fill

the jobs that exist because candidates lack the skills and education to make the grade.

America's classrooms and America's workplace today are out of sync. We're simply not preparing our nation's youth for the high skill, high wage jobs of a technology-based economy, and for that we all suffer. Students who cannot find the relevance in what they're learning, adults who cannot replace lost jobs, educators who cannot motivate their students, and employers who cannot compete.

As Miss America and as a student, I advocate school-to-work solutions that prepare today's students for tomorrow's workplace, providing them with appropriate and clearly marked paths from school to work or to continuing education. In doing so, I will encourage partnerships among the educators, employers, employee groups, students, parents, government and community leaders that spawn local school-to-work initiatives. Such initiatives not only offer "first chance" opportunities to students entering the work force but "second chance" opportunities to the unemployed and underemployed as well.

My very first priority will be to generate awareness for the school-to-work philosophy, reaching out to those who deserve its benefits but as yet are unaware of its existence. As I travel this country, I will seek out effective partnerships between educators, employers and students, sharing their stories with those who care to hear. I will speak with a sense of urgency because, in this case, there is no time to spare.

Among educators, I will encourage them to provide high-standards academic and relevant education that prepares all students for college, vocational or technical training, career education or immediate entry into the work force. I will ask them to take responsibility for ensuring that America's students be ready to succeed in a high-technology workplace.

Among employers, I will urge them to ensure the future competitiveness of America by taking an active role in the development of educational curricula and by providing work-based learning opportunities for all students. I will also ask them to examine the investments they make in human capital and to provide job training and retraining to all levels within the workplace.

Among students, I will motivate them to discover their personal paths from the classroom to the workplace, showing them that the American Dream is still attainable. I will challenge them to stay in school, so they can take from the education process what they'll need to succeed in the world of work, and I will help them understand that the process of lifelong learning is the key to their productivity and happiness.

From America's classrooms to its tool rooms to its board rooms, I will serve as a catalyst for change by shining the Miss America spotlight on and bringing a forceful voice to this new movement, a movement which seeks to put all Americans to work and makes our country strong and competitive once more.

These pledges I make today, the 11th day of October, 1995.

#### CUBAN LIBERTY AND DEMOCRATIC SOLIDARITY [LIBERTAD] ACT OF 1995

The Senate continued with the consideration of the bill.

Mr. HELMS. Mr. President, some of us have been waiting quite a while for the pending legislation, known generally as the Helms-Burton bill. But as the distinguished majority leader has